

**STATE OF HAWAII
VOCATIONAL REHABILITATION
AND
SERVICES FOR THE BLIND DIVISION
2008 ANNUAL REPORT**



**STATE OF HAWAII
DEPARTMENT OF HUMAN SERVICES
VOCATIONAL REHABILITATION AND
SERVICES FOR THE BLIND DIVISION (VR)**

MISSION

VR EXISTS TO SERVE ITS PARTICIPANTS. WE WORK AS A TEAM SO PARTICIPANTS CAN ACHIEVE THEIR HOPES AND ASPIRATIONS FOR MEANINGFUL EMPLOYMENT THROUGH TIMELY AND INDIVIDUALIZED VOCATIONAL REHABILITATION SERVICES.

VISION

MOVE FORWARD TO WORK

VALUES

R.I.S.E.

“RESPECT FOR THE INDIVIDUAL”

BEING AWARE OF DIFFERENCES
TREATING EVERYONE AS WE WANT TO BE TREATED
RESPECTING ONE ANOTHER'S IDEAS AND CHOICES
LISTENING TO WHAT OTHERS HAVE TO SAY

“INTEGRITY”

TAKING PRIDE IN WHAT WE DO
BEING TRANSPARENT AND HONEST IN OUR ACTIONS
DOING WHAT WE SAID WE WOULD DO
TAKING SOCIAL RESPONSIBILITY

“SERVICE WITH COMPASSION”

GOING THE EXTRA MILE
PROVIDING TIMELY SERVICES
BEING DEPENDABLE AND RELIABLE
CARING WITH COMMITMENT

“EMPOWERMENT”

PROVIDING GROWTH AND DEVELOPMENT
PROVIDING HOPE WITH ASPIRATIONS
PROVIDING INFORMED CHOICE
THINKING OUTSIDE THE BOX FOR SUCCESS

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MESSAGE FROM THE DIRECTOR



Aloha! As Director of the State of Hawaii Department of Human Services, I want to thank our employees for their professionalism, dedication and compassion in meeting the needs of thousands of residents with disabilities.

This 2008 annual report shows that our Vocational Rehabilitation and Services for the Blind Division (VRSBD) has completed another successful year of helping people achieve greater independence and obtain high-quality jobs.

VRSBD brings out the best in clients by providing them with individualized training and resources. This empowers people with disabilities to “go forward to work,” as they acquire the necessary skills and confidence to become full and equal participants in their communities.

Here are a few examples of our progress during 2008:

- Clients who received services through the Vocational Rehabilitation Program saw their annual earnings increase by an average of approximately 500 percent;
- Our Services for the Blind Branch placed individuals with severe visual problems into a diverse range of jobs with an average wage of nearly \$20 per hour; and
- The Disability Determination Branch significantly reduced the claims processing time for clients, while maintaining an accuracy rate of nearly 96 percent.

In addition to helping clients achieve their goals, VRSBD raises awareness among employers about the many ways people with disabilities can contribute – especially as technological advances transform the workplace.

Our VRSBD employees are committed to bringing out the very best in clients so they can lead safe, rewarding and productive lives. Mahalo for another year of outstanding contributions!

— *Lillian B. Koller, Human Services Director*

MESSAGE FROM THE VR ADMINISTRATOR



2008 was very successful for the Hawaii Vocational Rehabilitation and Services for the Blind Division (VRSBD). VRSBD is divided into three programs: Vocational Rehabilitation Program (VR); Services for the Blind Branch (Ho'opono) and Disability Determination Branch (DDB). These programs have separate but related functions for the rehabilitation of persons with disabilities to secure high quality employment and to maximize their independence.

VR is a cost effective program which pays for itself. VR served 7,760 individuals, with 589 individuals achieving high quality employment. These individuals saw their annual earnings increase by an average of about 500%. After the first full year of employment, rehabilitated individuals will have repaid the full cost of their vocational rehabilitation services with their annual taxes paid to Hawaii!

Ho'opono received national certification from the prestigious National Blindness Professional Certification Board (NBPCB) this past October for upholding exceptionally high standards in consumer-focused rehabilitation and training. Hawaii is only the second state operated center (along with three private centers) for the blind in the nation to receive this certification. The Ho'opono Hale, a 24/7 residential program was established to enable blind individuals from the outlying areas of Oahu and the neighbor islands to participate in and benefit from cutting edge rehabilitation services for blind individuals offered through the New Visions program at Ho'opono. The New Visions program has also attracted attention from US Pacific Territories and the Federated States of Micronesia as blind individuals from these regions have been sponsored to participate in this type of advanced training.

DDB makes medical determinations on Social Security disability claims. In 2008, DDB processed a total of 9,008 cases with 95.8% accuracy. In addition, outstanding progress was made in decreasing DDB's claims processing time. Nationwide, Hawaii's DDB is in the top 10% of states for effective, efficient and accurate claims processing. Hawaii's residents will continue to receive timely disability claim determinations.

In 2009, we will continue to increase public awareness about the true capabilities of our rehabilitants, promote positive attitudes and raise the bar of expectations held by the general public toward people with disabilities.

— Joe Cordova, VR Administrator

VOCATIONAL REHABILITATION SERVICES

Vocational Rehabilitation and Services for the Blind Division (VRSBD) had a State Fiscal Year (SFY) budget of \$18,364,471. VRSBD is divided into three programs: Vocational Rehabilitation Program, Services for the Blind Branch (Ho'opono), and Disability Determination Branch (DDB). Each program provides a unique function in terms of how they serve the disabled population. However, the purpose of the VR Program is to assist persons with disabilities to secure and maintain employment. The underlying philosophy of VRSBD is through employment, individuals with disabilities are empowered toward economic self-sufficiency, independence, and inclusion/integration into society.

VR Specialist (VRS) and participants, through the spirit of informed choices, develop "Individualized Plans for Employment" (IPE) that detail services needed to meet the participant's needs. Services may include vocational assessments, diagnosis and treatment of impairments, vocational rehabilitation counseling and guidance, vocational training, personal adjustment training, job related services, and rehabilitation technology services.

The economic benefits of the VR Program are significant. They include: increased earnings and purchasing power, increased taxes paid, and a decrease dependency on public assistance. As persons with disabilities achieve the employment outcomes of their choice, they become taxpaying citizens. The amount of taxes paid through their employment will far exceed the amount of monies spent on their rehabilitation program.

Deaf and Hard of Hearing Advisory Board Member, **Regina Goo** and Senator **Suzanne Chun-Oakland**



2008 ACHIEVEMENTS AND HIGHLIGHTS

VR received
2,491 new referrals

VR served a total of
7,760 individuals with
disabilities throughout the state

- 589 **VR** participants achieved employment outcomes.
- 503 (85%) were individuals with significant disabilities
 - 140 (24%) individuals received public assistance
 - 89 (15%) were individuals from the SEVR/Transition

White Cane Walk



A COST EFFECTIVE PROGRAM...

The annual investment in vocational rehabilitation yields high returns.
After receiving **VR** services, employed individuals with disabilities pay taxes.

VOCATIONAL REHABILITATION PAYS FOR ITSELF

Average cost per individual rehabilitated	\$ 4,030.81
Average annual earnings per individual before receiving VR Services	\$ 4,400.24
Average annual earnings per rehabilitated individual after receiving VR Services	\$ 20,355.92

ESTIMATED ANNUAL TAXES ON THE EARNINGS OF A REHABILITATED INDIVIDUAL

State Income Tax*	\$ 986
Federal Income Tax**	\$ 1,835
Social Security Tax***	\$ 1,349
Average total taxes per year	\$ 4,170
Average contribution in taxes over an estimated 33 years of employment per rehabilitated individual (based on median age of 32 rehabilitated individuals retiring at age 65)	\$ 137,610

NOTE: When 589 individuals enter or re-enter the workforce annually, rehabilitation contributes significantly the State's economy.

Examples:

Average annual earnings of \$20,355.92 x 589 clients	\$ 11,989,636
Average total taxes paid of \$4,170 x 589 clients	\$ 2,456,130

* Figure based on 2007 N-11 Form (online).

** Figure based on 1040 Tax Estimator 2007 (online).

*** Figure based on Social Security Tax Estimator 2007 (online).

(All figures are estimates based on an individual filing as a single household income with an annual earning of \$20,355.92)

CHARACTERISTICS OF REHABILITANTS IN FY 2008

OUR GOAL: EMPLOYMENT OUTCOMES

Referral Source		Gender	
Educational Institutions	107	Males	370
Public/Private Organizations	67	Females	219
Welfare/Health Organizations	39		
Individual/Self/Other	376		
Type of Employment		Years of Education	
Arts & Communication	6	No schooling	2
Business	95	Less than 9th grade	12
Health Services	19	9-12 grade	103
Natural Resources	7	Special Education Cert.	72
Ind & Eng Tech	237	HS Diploma or GED	213
Public and Human Services	192	Post Secondary, no degree	81
Self Employed	15	Associate/Vocational/Tech	58
Business Enterprise	4	Bachelor's Degree	35
Homemaker	14	Master's Degree or higher	13
Age		Primary Disability	
Less than 20 years	118	Visual	32
20-34 years	127	Hearing	47
35-44 years	158	Learning Disability	69
45-55 years	127	Mental Retardation	40
56 years and over	59	Orthopedic/Neurological	75
		Alcohol/Drugs	89
		Psychiatric Disability	92
		Other Mental	133
		Other	12

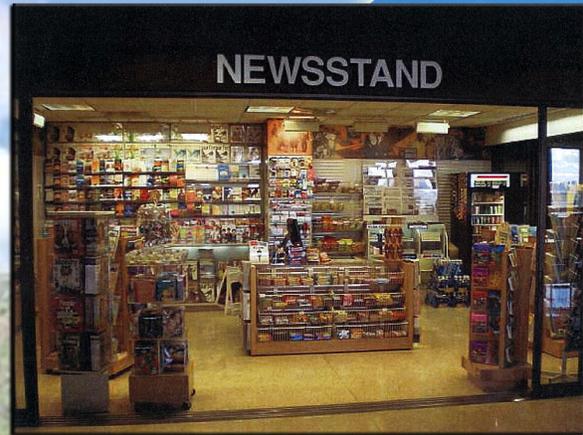
It is the policy of the Division that no person in Hawaii shall, on the basis of race, color, national origin, gender, age, religion, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program, activity or employment.

2008

OUTSTANDING EMPLOYERS
AND REHABILITANTS



Kauai



Oahu



Maui



Hawaii

HAWAII BRANCH

2008 EMPLOYER OF THE YEAR

CARE HAWAII, INC.

Nominated by: Sandra Fitzgerald, VR Specialist, Hawaii Branch



Tracy Thornett, PSR Coordinator, Kevin Hedlund, CBCM Team Leader, Arthur Pinkney, CBCM Team Leader

Care Hawaii, Inc. provides case management, psychological rehabilitation, and other support services to the members of our community, receiving mental health services. These consumers not only benefit from their individualized service, they also get a great chance to be employed by Care Hawaii!

Care Hawaii has given individuals with psychiatric disabilities opportunities to reach their work potential in a variety of positions ranging from janitor, receptionist, peer specialist, and case manager. Support and encouragement are provided along the way, as well as opportunities for advancement within their organization. The strengths of the employees are identified to better utilize their attributes and benefit the overall operation of their program. Care Hawaii's strength based model and their recognition of work as an important aspect of recovery from mental illness has helped many secure meaningful employment and ultimately to lead satisfying lives.

Congratulations to Care Hawaii, Inc. for all of their efforts!! Special thanks to Kevin Hedlund, Arthur Pinkney, and Tracy Thornett for their leadership and embracing the DVR's mission to "Move Forward To Work!"

MAUI BRANCH 2008 REHABILITANT OF THE YEAR LEA MATSUNOBU

Nominated by: Naomi Chun, VR Specialist, Maui Branch



Lea Matsunobu came to VR through the Special Education–Vocational Rehabilitation Program at Maui High School. In 2007, Lea was looking for a job and Kahului Safeway was hiring for courtesy clerks. Although Lea was not always thinking about working for Safeway, she was open to try many different things. The staff at Safeway describes Lea as being friendly, reliable, and dependable. She arrives at work everyday with a positive attitude. Lea likes working at Safeway because everyone she works with is nice. With her new earning and purchasing power, Lea is now able to buy things on her own. She used her first paycheck to treat her parents, Rachel and Max, to dinner. She also purchased a laptop computer and is planning a trip to the mainland sometime in the near future. In October 2008, Lea will celebrate her one year anniversary as a successful employee of Safeway Kahului. Congratulations to Lea, 2008 Rehabilitant of the Year, VR Maui Branch.

MAUI BRANCH
2008 EMPLOYER OF THE YEAR
SAFEWAY FOOD AND DRUG STORE
Nominated by: **Lydia Sheets, VR Specialist, Maui Branch**



Susan Foard, VR Asst. Administrator, Senator **Rosalyn Baker**,
Brandon Nishikawa, Assistant Office Manager, Senator **Shan Tsutsui**

Safeway's company priorities are people, opportunities, stability, diversity, training, benefits, and commitment to the community. Safeway states that the fabric of their success is DIVERSITY in their workforce, customers, and vendors. Because Safeway is committed to providing a work environment where individuals are respected and supported, persons with disabilities have become a rich part of their work environment. Historically, Safeway has interviewed, hired, and trained persons with significant disabilities using respect, providing accommodations, understanding limitations, and empowering each individual to work as a critical member in the team framework at Safeway. In every way, Safeway promotes opportunities for persons with disabilities to be employed and enjoy personal and professional opportunities.

O‘AHU BRANCH
2008 REHABILITANT OF THE YEAR
CAMILA PAGLINGAYEN

**Nominated by: Margaret “Chrissy” Ishida, VR Specialist,
O‘ahu Branch/Wai‘anae Project**



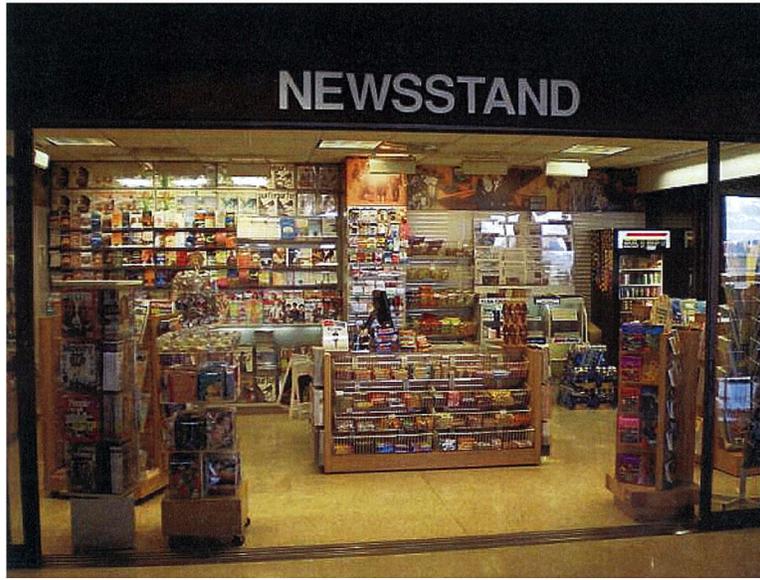
It is with great pride that the Wa‘ianae Project would like to introduce Camila Paglingayen; 2008 Rehabilitant of the Year for Hawaii VR/O‘ahu Branch. Camila came to Hawai‘i with her family seeking a better life and hopefully, services that might allow her to become more independent and eventually work. Following Nānākuli High School, Camila went on to complete her education at the Wai‘anae High School’s Adult Continuing Education Program.

Camila has an infectious enthusiasm and can-do attitude that led her to attend cashier training at Goodwill Industries of Hawai‘i, Inc., where she began learning a skill that would allow her to become employed.

The collaborative efforts of Island Skills Gathering, Goodwill’s Job Placement Program, the VR Specialist, and Camila enabled her to find the “perfect” job at Blind Vendors ‘Ohana as a part-time cashier. Following the completion of her probation, Camila was promoted to a full-time cashier. Camila has grown into her job where she has an employer and numerous coworkers that treasure her friendship. Camila was one “perfect” employee looking for that one “perfect” job and she found it at Blind Vendors ‘Ohana, Inc.

O‘AHU BRANCH
2008 EMPLOYER OF THE YEAR
BLIND VENDORS ‘OHANA, INC.

**Nominated by: Margaret “Chrissy” Ishida, VR Specialist,
O‘ahu Branch/Wai‘anae Project**



In 1994, Blind Vendors ‘Ohana, Inc. won the news stand concession contract at Honolulu International Airport where 87 individuals are currently employed. Each of the nine stores they operate is equipped with technology that reads products and prices out loud for blind cashiers, scans currency, and tracks merchandise. Of the 87 individuals employed by Blind Vendors ‘Ohana, sixty percent are visually impaired or disabled. Blind Vendors ‘Ohana also makes it a point to donate a significant portion of their profits to funds that benefit the blind. The ultimate mission of Blind Vendors ‘Ohana however, is motivating blind people to lead productive and fulfilling lives.

Since 1995, Jim Kahue, Human Resources Director of Blind Vendors ‘Ohana, has been an ongoing resource for the VR Wai‘anae Project. Over the years, there have always been a few participants whose unique talents and abilities have gone unacknowledged by other employers. However, Mr. Kahue is consistently able to see beyond the disabilities and select those individuals that are committed to becoming productive members of the workforce.

The positive work environment that Blind Vendors ‘Ohana creates for their employees are reflected in the longevity of their employment. Both Hawai‘i VR and Jim Kahue focus on matching the right individual with the right job and employer, thus creating long-term success for individuals with disabilities.

KAUAI BRANCH
2008 REHABILITANT OF THE YEAR
KARIN ZOE MENDOZA

Nominated by: Laurel Brier, VR Specialist, Kauai Branch



Karin Zoe Mendoza is a giver. Once a week, she invites someone who is ailing, grieving, or otherwise in need to her home office for one of her very special facials. She invites her clients to relax, put aside their troubles, and enjoy an hour of indulgence and healing. Reflective and compassionate, Karin always has words of wisdom, kindness, and gratitude to share.

Karin expresses much appreciation for the assistance she has received from Vocational Rehabilitation to retrain and set up her own business as an esthetician. Before becoming disabled, Karin had a successful window washing business and was very physically capable. Suffering from frequent pain, environmental sensitivities, fatigue, and cognitive dysfunction, she was no longer able to work in a physically demanding environment or maintain a regular schedule. Given her circumstances and limited options, Karin applied for Social Security benefits in order to provide for her two teenage children.

Despite her situation, Karin was determined to be productive and independent. With VR's assistance, Karin carved out a profession that expanded her capabilities that also placed her into an environment that is conducive towards her limitations.

Coming to Karin's home office is a delight. It is blessed with her unique charm, a testimony to her artistic nature and her superb ability to reuse and recycle. Karin is a strong and colorful thread in the Kaua'i tapestry.

KAUAI BRANCH

2008 EMPLOYER OF THE YEAR

MACY'S WEST

**Nominated by: Debra Matsumoto, Employment Specialist,
Kauai Branch**



Michelle Freitas, HR Asst., **Felipa Newhouse**,
Kenne Mahone, Merchandising Manager, **Debbie Chukas**, Vice President/General Manager

Each year, students participating in the Special Education-Vocational Rehabilitation Program are asked to select their choice of employer to engage in work study opportunities. In most cases, there is always a resounding response of "MACY'S!" Macy's is the job placement of choice for many of our students. Kenne Mahoney, Merchandise Manager of Macy's, can be credited for creating a dynamic and creative atmosphere for students and all individuals with disabilities.

Macy's has always been a tremendous supporter of Special Education students from Kauai High School and Waimea High School. They have hired countless clients over the years, including those who are deaf and developmentally disabled. Various accommodations have been implemented almost effortlessly for all employees with disabilities and special needs. Michelle Freitas, Human Resources Assistant, is always available and excited to meet with potential new hires. This positive can-do attitude can be found throughout the entire staff at Macy's.

When asked for information on clients with disabilities hired, Debbie Chukas, Vice President and General Manager, replied: "We do not have those kinds of numbers because we hire based on ability – whoever can do the job, gets the job." This form of leadership is precisely why VR Kauai Branch is proud to nominate Macy's West at Kukui Grove Center as VR Kauai Branch's Employer of the Year.

SERVICES FOR THE BLIND BRANCH (HO'OPONO) HIGHLIGHTS AND ACHIEVEMENTS



Ho'opono Open House, April 19, 2008
Senator **Will Espero**, **David Eveland**, Representative **Corrine Ching**, **Jon Koki**

The Services for the Blind Branch, Ho'opono, accomplished numerous achievements and milestones during the State Fiscal Year 2008. The Counseling Section of Ho'opono placed individuals with severe visual problems into a wide range of jobs with an average hourly wage at closure of \$19.37.

The Vending Facility Program served legally blind persons at 38 business enterprise sites. The total gross sales for Hawaii were \$26 million.

Home Rehabilitation Teachers provided services that assisted 250 blind individuals with personal, leisure, and home management activities to enable them to live as independently as possible.

The 5th Annual Camp Ho'opono, for the first time, brought together New Visions students and youth from the various high schools. This integration added to the self confidence of the youth to use their blindness skills in an outdoor integrated setting.

The Ho'opono Hale, a 24/7 residential program, provides access to Ho'opono services for blind individuals from the Hawaiian Islands, US Pacific Territories, and the Federated States of Micronesia.

The Low Vision Clinic served 280 individuals, assisting them to make maximum use of their residual vision for reading and distance viewing.

DISABILITY DETERMINATION BRANCH NATIONAL RECOGNITION AND AWARDS



The Disability Determination Branch is funded 100% by the federal government through the Social Security Administration. Disability Determination Branch makes medical determinations on Social Security disability claims. According to the latest data available from Social Security, as many as 23,934 and 23,328 Hawaii residents received Social Security Disability Insurance (SSDI) and Social Supplemental Income (SSI) benefits respectively. Total payments made to these SSI and SSDI recipients total \$391,051,712.

- In FY 2008, DDB processed a total of 9,008 cases with a 95.8% accuracy rate.
- Outstanding progress was made in FY 08 regarding Disability Determination Branch's claims processing time. The processing time for SSDI cases were reduced from 105.8 days to 84.8 days. The processing time for SSI cases were reduced from 110.8 days to 92.2 days. These numbers represent a reduction in processing times of 20% for SSDI cases and about 17% for SSI cases.
- Vikki Nakamura, Operational Unit Supervisor received SSA Commissioner's Citation for her exemplary leadership
- Seis Arechy, DDB Branch Administrator, received the Associate Commissioner's Citation for his work/contribution on the Budget Allocation Workgroup.

THE DEAF AND HARD OF HEARING ADVISORY BOARD



Vice Chair, **Francine Kenyon**, Vice Chair, **Art Frank**, Chair, and Representative **Corrine Ching**

The Deaf and Hard of Hearing Advisory Board (DHHAB) is an active board that advocates for improved services for deaf and hard of hearing persons. The Board was successful in supporting the passage of Senate Concurrent Resolution (SCR) 37 SD1 in the 2008 legislative session. This legislation requests the Legislative Reference Bureau to Study the Establishment of a Comprehensive Vocational Rehabilitation Center for Deaf and Hard of Hearing Individuals. Senator Suzanne Chun Oakland has provided continuing support to DHHAB in the legislative process. She has also added additional support in facilitating community meetings and meetings with the legislative reference bureau.

The DHHAB also initiated and supported a resolution to increase the allotment for interpreter referral services. The legislature appropriated \$150,000 over a two year period to assure the success of the interpreter referral project. This resulted in improved access for the deaf community.

A priority goal of the Deaf and Hard of Hearing Advisory Board is the establishment of the Comprehensive Vocational Rehabilitation Center for Deaf and Hard of Hearing Individuals. DHHAB will continue to be active in the legislative process. Two legislative workshops have been offered through the Disability and Communication Access Board. The intent of the workshops has been to educate members on the legislative process, networking and providing testimony.

DHHAB officers are Chairperson: Art Frank and Vice-Chair: Francine Kenyon. Members are: James Souza, West Hawaii, Sung Tai Kim: Maui, Angie Molina: Kauai Regina Goo, Dan Aono, LisaAnn Tom, Tom Graham, Agency Representatives: Judy Coryell: Kapiolani Community College, Kristine Pagano: Disability and Communication Access Board, Kay Naquin: Pearl City High School, Cheryl Mizusawa, Hawaii Centers for Independent Living.

STRIDE PROJECT

Successful TRansitions In Diverse Environments (STRIDE) Mentoring Project

The Successful TRansitions in Diverse Environments (STRIDE) mentoring project is federally funded to mentor transition from school to work by young adults with disabilities who receive VR services on O'ahu. STRIDE is operated by the Pacific Basin Rehabilitation Research and Training Center (University of Hawai'i at Manoa) in collaboration with Hawai'i Vocational Rehabilitation and Services for the Blind Division.

STRIDE seeks to implement a prototype mentoring service for young adults (age 16 to 26) who are served by on Hawai'i Vocational Rehabilitation and Services for the Blind Division on the island of O'ahu.



STRIDE volunteers, board members, and staff join Lieutenant Governor Duke Aiona to recognize January 2008 as Hawaii State Mentoring Month.

STRIDE PROJECT

Successful TRansitions In Diverse Environments

(STRIDE) Mentoring Project

STRIDE's goals:

- Expand and improve services authorized under the Rehabilitation Act;
- Maximize participation in employment and postsecondary education by young adults with disabilities;
- Empower them through their development of self-sufficiency and independence.

The project's objectives are to:

- Research and develop, implement and evaluate a community-based mentoring vocational rehabilitation model of services for culturally diverse young adults with disabilities in who are in transition between school and work, including individuals who are deaf or hard-of-hearing;
- Recruit, train and monitor 150 mentors to coach 150 mentees to develop and improve self-confidence, community integration, work skills, self-determination and decision-making on the island of O'ahu;
- Increase collaboration between Vocational Rehabilitation and Advisory Council agencies to further project objectives and adapt, replicate or integrate successful mentor methods; and,
- Disseminate results to local and national audiences to increase knowledge of culturally appropriate mentoring methods for youth with disabilities and to improve the use of best practices in vocational rehabilitation.

A diverse consortium of 32 state and private organizations and individuals form the Advisory Council STRIDE that advises and supports STRIDE. The Council meets quarterly.

STRIDE has regular, monthly mentor and separate mentee orientations. Seventy one mentors have been recruited. STRIDE has recruited 31 mentees. Fifteen mentees have been paired and nine pairs are currently active. Two mentees who were paired with mentors, but the mentees later moved to the mainland. Mentors and mentees commit to a year-long relationship, meeting an average of an hour a week.

STATE REHABILITATION COUNCIL



The Hawaii State Rehabilitation Council (SRC) is committed to the goals and objectives of the VR Program. It is made up of as many as 21 members appointed by the Governor and approved by the State Senate. Members consist of individuals with disabilities, professionals in the field, concerned citizens, and at least one representative from the counties of Maui, Hawaii, Kauai, and Oahu.

The SRC carries out its purpose by performing the following duties and responsibilities:

- Review, analyze, and advise the VR agency regarding its performance of responsibilities that affect the ability of consumers to achieve employment outcomes;
- Develop, agree to, and review State goals and priorities of the VR program;
- Assist VR in the preparation of the VR State Plan, amendments to the plan and needs assessment;
- Review and analyze the effectiveness of the VR Program and consumer satisfaction;
- Prepare and submit a VR Annual Report to the Governor and the Commissioner of the Rehabilitation Services Administration (RSA); and
- Coordinate its activities with the activities other disability-related councils within the State.

Current Members of the SRC Council

Rene Berthiaume (Past Chair)
Jonathan Chun (Vice Chair)
Joe Cordova, (ex-officio, non-voting)
Larry Geller
Gene Davis
Katie Keim (Chair)
Nancy G. Kinghorn
Pina Lemusu

Howard Lesser
Larry M. Littleton
Julie Smith
Donald Thomson
Christian Yates
Gwen Kelihoomaluu
Cynthia Cline
Linda Ann Watson

VR Staff

Valerie Johnson
Carol Young
Susan Foard
Lynn Nakamura